

Canada's Aging Workforce



68.2% of people aged 55 to 64 were working in October 2021.

(StatsCan, 2021)

Older workers in Canada nearly tripled in number from 1996 to 2018, bringing the ratio of older (55 and over) to younger (25 to 34) workers near parity.

(StatsCan, 2018)



Older workers tend to have:

- ✓ Depth of experience
- ✓ Less need for supervision
- ✓ Lower absenteeism
- ✓ Lower turnover
- ✓ Emotional maturity



Training tips

- Incorporate past experience
- Provide context for information
- Allow more practice and classroom training for new situations
- Use short, active, clearly written procedures
- Group equipment or tasks with similar functions

Did you know?

- Older workers tend to be loyal and are less likely to change jobs as frequently
- Age does not determine curiosity or capacity to learn
- Older workers suffer fewer job-related injuries, although injuries may be more severe
- Many workers, regardless of age, enjoy new technology

A safe workplace benefits all workers

- Consider improvements such as mechanical assets, workstation design, handrails/grips, adequate lighting
- Offer flexible work options like part-time or hybrid arrangements
- Develop safe work procedures
- Promote active living, healthy eating, stress management, and work-life balance initiatives



A well-designed workplace benefits everyone. Workers of all ages are more likely to remain in workplaces that prioritize their safety and well-being.